

Pay Equity Timeline

1932 – Federal Economic Act passes to ban wives of Federal Employees from holding government positions.	1932-1983	1984-2009	1984 -Federal workers pay equity bill passes House 413-6 but loses in Senate 51-47. 20 States conduct pay equity surveys; 4 states make pay equity adjustments.
	1935 – National Recovery Act requires women who hold jobs with the government to receive 25% less pay than men who hold the same jobs.		
1942 -War Labor Board rules women must be paid the same job rate as men. The war ended before it could be enforced.			1985 -Los Angeles negotiates \$12 million pay equity pay adjustment with AFSCME. AFSCME and state of Washington agree on \$100 million pay equity adjustment. Federal workers pay equity bill passes House 259-162, stalls in Senate.
	1950's – Equal Pay Bills are introduced by Sen. Wayne Morse (D-OR) & Rep. Edith Green (D-OR). No Results		1986-1987 -Ontario, Canada is the first jurisdiction in the world to pass pay equity law for both public and private sectors. Pay Equity (sex and race) bills for Federal employees introduced in Congress.
1961 -Labor Activist Esther Peterson heads the Women's Bureau and the Equal Pay Bill is introduced.			
	1963 -Equal Pay Act passes providing equal pay for women providing equal work.		
1964 -Civil Rights Bill Passes. Title VII bans employment discrimination against women.			1988-1989 -Pay Equity for Federal workers passes House 302-98. 24 states have pay equity studies, 20 states have made some pay adjustments.
	1974 -Westinghouse is sued by IUE over unfair wage rates that were still based on a system from the 1930's.		1991 -AFSCME (New York) wins \$1million in back pay for more than 1,000 female 911 operators.
1979 -20 women's groups form the National Committee on Pay Equity. The groups included, unions such as UIE, AFSCME, SEIU, and UAW. NOW, Women's Legal Defense Fund, League of Women Voters and the American Library Association are also founders.			1992-1993 -911 operators in Detroit win pay equity in 1993. 30th anniversary of Equal Pay Act is celebrated. Wage Gap between men and women is still 30%.
	1981 – Supreme Court decision rules Title VII covers wage discrimination even if jobs are different.		1994-1995 -On July 20, '94 Fair Pay Act of 1994 is introduced in Congress by Delegate Eleanor Holmes-Norton (D-DC) calling for employers to pay fairly for equivalent jobs. April 7, '95, the Fair Pay Act of 1995 is re-introduced into Congress.
1981 -The 1974 IUE vs. Westinghouse case is settled. New contracts provide upgrades of 85 predominately female job categories, backpay and wage increases.			1996 -Sen. Tom Harkin (D-IA) introduces the Fair Pay Act into the Senate.
	1981 -San Jose (CA) city workers are the first to strike for pay equity. Their victory brings \$ 1.5 million in pay equity adjustments.		1997 -April 11, '97-President Bill Clinton declares "National Pay Inequity Awareness Day," and urges employers to ensure fair pay policies.
1982 -Minnesota passes first pay equity law for public workers.90 % of those getting pay increases are women.			1998 -In May, 115 clerical workers in Sachem School District in NY celebrate a new contract, which includes first steps to achieving pay equity for custodial workers.
	1983 -Bills to study pay equity in Federal employment are introduced in Congress. State of Washington is found liable for discriminatory wage rates.		1999 -President Clinton mentions equal pay among his priorities in his State of the Union Address. On Jan. 30, the President dedicates his weekly radio address to the issue of fair pay, proposing a \$14 million initiative to help narrow the wage gap.
			Jan. 29, 2009 – President Obama signs his first piece of legislation which is the Lilly Ledbetter Fair Pay Act.

Source: <http://www.pay-equity.org/info-history.html>